



employer link

AN IPENZ NEWSLETTER FOR PROFESSIONAL DEVELOPMENT PARTNERS OCTOBER 2007



Welcome to the first issue of *employer link*. At IPENZ, we regularly communicate with our Members. But our communication with organisations that employ engineers has not been so frequent, hence the introduction of this new bimonthly newsletter.

In this issue we've included an update on our continuing professional development initiatives. We also profile the new Professional Development Partner programme, and what it means for existing IPENZ Endorsed Employers and employers thinking about being part of the programme.

Have you ever wanted to know the correct way to display quality marks and postnominals? Business cards are an important marketing tool – make sure your employees are following the guidelines in this issue.

In the interest of the environment, future issues of this newsletter will be distributed electronically. To make sure you receive your copy please email marketing@ipenz.org.nz

Future-proofing Careers

Within any industry, organisation or profession, there will always be a need for an effective strategy to address the continuing professional development (CPD) needs of a workforce. There has been a need for some time now for employers and professional bodies to be more proactive in the way that they address lifelong learning and professional competence. We can no longer expect adequate CPD support to be borne solely by the individual or the employer.

Industry needs

The learning needs of professionals not only affect the individual's confidence or ability to perform but also organisational achievement and the attainment of targets.

Over the last three years IPENZ has developed a successful programme of short courses and seminars. We expect to have over 2,000 delegates attend these events in 2007 alone, and with so many willing participants we have decided to take CPD to the next level.

To make effective change, we must identify what is required and target individual learning styles. To gather some of this information, IPENZ's Professional Development Team launched a CPD survey in July this year. This is the first phase of an evaluation and restructuring process that will work to promote effective and beneficial CPD opportunities to engineering professionals.

The outcome will be fluid around the needs of delegates, and the design of new technical programmes and CPD opportunities will focus on specific roles within the profession and be delivered by industry specialists.

A process aimed at a partnership working approach is now well under

way with a new CPD Working Group that consists of a number of engineering specialists, including graduates, representatives from academia and industry consultants. We will work with this group to draw from areas of expertise that already exist and create custom learning opportunities for all IPENZ Members.

IPENZ Members are invited to feed their CPD requirements into the system. It only takes a few minutes, and the benefits will prove fruitful for all involved. You can access the CPD survey at www.ipenz.org.nz/ipenz/members/cpdsummary

As well as identifying CPD needs, we must examine the effectiveness of CPD events. Failure to properly evaluate learning outcomes means that inadequate CPD passes as fulfilling delegates needs, when in fact it may fall short of the mark.

A structured evaluation model will be introduced later in the year to help Members evaluate any CPD event they attend, regardless of whether it is an IPENZ-commissioned course or not.

Graduate development programme

A major part of the new developments taking place is IPENZ's commitment to informing Graduate Members about CPD options. The Professional Development Team will work closely with engenerate crews throughout the country to develop a coherent graduate CPD programme that addresses the 12 competencies required for competence-based IPENZ Membership and registration.

Our vision is to co-ordinate the introduction of a structured support and guidance programme for graduates and to assist them in their first years of Membership and beyond.

Introducing the Professional Development Partner Programme



IPENZ has developed a new initiative for employers of engineers called the Professional Development Partner (PDP) programme.

Replacing the old Endorsed Employer scheme, the new PDP programme covers the professional development of all engineers throughout their careers. It is based on the philosophy of continuing professional development (CPD) at all career stages. Another key concept is the partnership relationship between IPENZ and PDPs, where both work together to promote CPD for engineers throughout their careers for the good of the profession.

PDPs understand that professional development benefits their organisations, as well as participating engineers and the wider profession. PDPs can use the IPENZ PDP quality mark which recognises they have demonstrated they are implementing effective professional development programmes. This allows PDPs to positively differentiate themselves from other organisations and gain an advantage in the challenge to recruit and retain engineering staff.

Explaining the programme

Our vision for the PDP programme is:

IPENZ and Professional Development Partner organisations will strengthen the professional excellence and standing of the engineering profession by providing "whole of career" professional development pathways for all engineers within PDP organisations, within the profession generally and throughout the community.

The PDP programme is designed to align with and support progression through the various stages of an engineering career (see model below).

In stage 1 engineering students undertake academic work leading to a tertiary qualification. This stage is essentially outside the PDP programme, but it provides the academic background required to develop engineering competencies.

In stage 2 engineers are typically in their early career, although there may be mature engineers for whom this stage is also relevant. The PDP programme begins in earnest at this stage, with the goal of developing and maintaining the competencies required for IPENZ competence-based Membership and registration.

At stage 2 the PDP programme extends the old Endorsed Employer scheme by catering for engineering technologists and technicians as well as professional engineers.

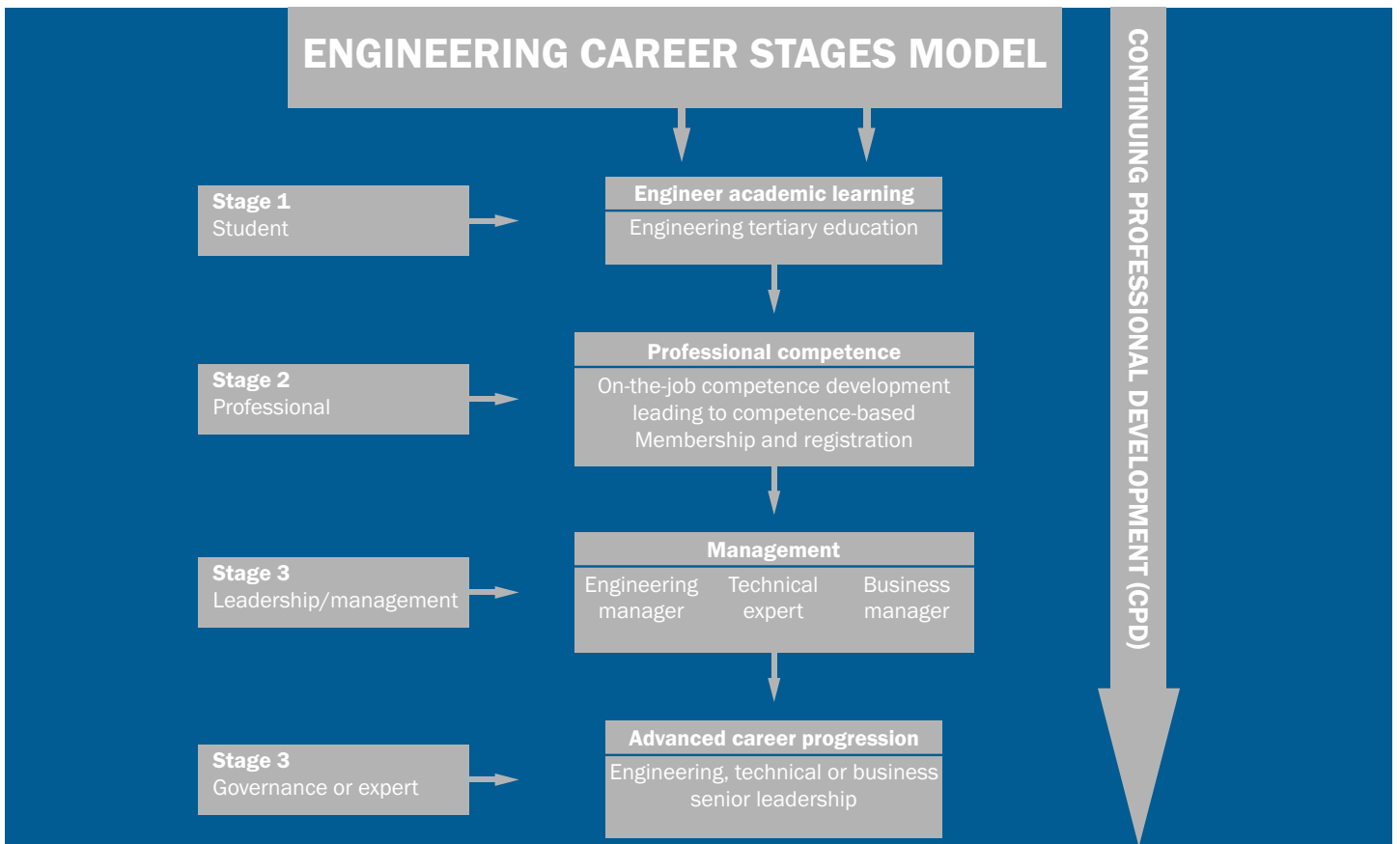
Another key aspect of stage 2 is providing opportunities for engineers to continuously maintain their competence in order to maintain their registration.

Stage 3 focuses on developing the competencies that are required to facilitate career growth in engineering management, business leadership and technical expertise.

A future goal of the PDP programme is that PDPs will extend their programmes to support professional development in this stage.

The focus in stage 4 is supporting engineers as they progress to governance roles or technical thought leadership.

While many engineers will not progress beyond stage 2, PDPs are



expected to move to ensure that their professional development programmes extend to supporting engineers at stages 3 and 4.

A key goal for the PDP programme is to achieve a high level of success at stage 2 when participating engineers are assessed for competence-based Membership and registration. The target is to achieve a 90 per cent pass rate. To achieve this outcome, PDPs will need to ensure that their professional development programmes are well structured and effectively supported by mentoring, work experience opportunities, feedback channels and record keeping. Each programme should have an internal champion who is a senior engineer with IPENZ competence-based Membership and registration.



Professional Development Partner v Endorsed Employer

Both the PDP programme and the old Endorsed Employer scheme emphasise the importance of development to achieve competence-based IPENZ Membership and registration. However, there are a number of significant differences between the two.

ENDORSED EMPLOYER	PROFESSIONAL DEVELOPMENT PARTNER
Endorsement of organisations that implement an effective graduate development programme	Partnership relationship between IPENZ and a PDP where both work together to successfully facilitate the professional development of engineers
Graduates only	Engineers at all levels and career stages
Aligned with the first two career stages only – competence development to Membership and registration	Based on continuous professional development for all engineers throughout their careers, including stages 3 and 4 of the career stages model
Acceptance and retention criteria but no key performance indicators	Acceptance criteria plus key performance indicators that must be met on a continuous basis
Best practice not identified	Best practice identified and shared

Becoming a Professional Development Partner

We anticipate the PDP programme will attract both existing Endorsed Employers and organisations that haven't previously held this status. Organisations can begin applying to become PDPs from 2 October 2007.

While the requirements for acceptance will essentially be the same, existing Endorsed Employers that have effectively maintained their programmes will typically be able to transition more easily than new entrants or Endorsed Employers who have allowed their programmes to wind down.

PDP applicants need to meet a number of criteria. More details can be found in the policy documents and new applicant guidelines.

- 1. Commitment to PDP vision and key objectives**
Applicants need to confirm that they are committed to the PDP vision and the key objectives of the PDP programme.
- 2. Minimum professional development programme requirement**
Applicants need to design and implement a professional development programme

that aligns with stage two of the engineering career stages model, and takes participating engineers through to IPENZ competence-based Membership and registration. Note that current Endorsed Employers will be required to provide a statement of intent on how they plan to grow their professional development programmes in the future.

- 3. Minimum professional development programme support systems**
Applicants need to demonstrate that they have systems in place to support the professional development of engineers. These include mentoring, providing relevant work experience, communicating with participants about their progress, recording participant progress, and internally evaluating the success of the programme.
- 4. Programme participant numbers**
Applicants need to provide evidence that at least 60 per cent of their eligible engineers participate in the programme.

- 5. Programme ownership**
The chief executive of a PDP organisation is expected to sign off on the programme, acknowledging its ownership at the highest organisational level. Each PDP is also expected to ensure that its programme has an internal champion with IPENZ competence-based Membership and registration.
- 6. Results**
Applicants need to demonstrate they have systems in place to annually measure their stage two participants' progress towards IPENZ competence-based Membership and registration.

Over time PDPs will be expected to achieve a 90 per cent pass rate for engineers who are assessed for IPENZ competence-based Membership and registration.

New Graduate Development Programme Working Group

IPENZ recently established a new working group to ensure our Graduate Development Programme is meeting the needs of Graduate Members. The group includes a diverse range of Graduate Members and will meet every six weeks to discuss ways in which we can improve the programme.

The working group members are Tony Pettigrew from Beca, Tim Croad from Tonkin &

Taylor, Ema Reid from Meridian Energy, Megan Angell from Traffic Design Group, Simon Bird from GHD, William Watkins from SKM, Mark Browne from Connell Wagner and Paula Nunweek from Transpower.

Many thanks to the participants and their employers for supporting the project.



Accolades for Shining Stars

Do you know someone who deserves to be an IPENZ Fellow or win an IPENZ Supreme Technical Award for Engineering Achievers? Engineers are great at designing solutions to problems, but they aren't so good at singing their praises.

If there is someone in your team who you think is worthy of one of the following titles or awards, please nominate them. Nominations close on 31 October 2007.

Honorary Fellow

An Honorary Fellow is distinguished by his or her eminent contribution in engineering, technology and science. Honorary Fellows are non-engineers or people with engineering qualifications but whose careers have been outside engineering in a traditional sense.

Distinguished Fellow

A Distinguished Fellow is a Fellow who has made an eminent contribution over an extended period of time to leadership in engineering in a technical or wider context.

Fellow

A Fellow is a Member who is recognised for his or her significant contribution in one or more of the following areas: advancement of engineering knowledge, advancement of engineering practice,

application of engineering or technology in the community, advancement of technological education, innovation in creation of engineering works, innovation in creation of technological products, leadership in the profession of engineering, or development of IPENZ.

Supreme Technical Awards for Engineering Achievers

The categories for 2008 are the Dobson Award for Transportation, the Rabone Award for Information and Communications Technology, the John Cranko Award for Mechanical and Manufacturing, and the Furkert Award for Sustainability and Clean Technology.

Turner Award for Professional Commitment

This award is presented to an IPENZ Member who has demonstrated commitment to the ideals of a self-regulating profession.

For further information or to download a nomination form visit www.ipenz.org.nz/IPENZ/who_we_are/honours_and_awards/Nom_app.cfm#fe

The winners and Fellowship recipients will be announced at the IPENZ Fellows' and Achievers' Dinner in March 2008.

Quality Marks and Postnominals

IPENZ operates competence-based registers for professional engineers, technologists and technicians that reflect the competence-based IPENZ Membership classes.

These quality marks demonstrate an engineer's commitment to professionalism and the IPENZ Code of Ethics. The registers are Chartered Professional Engineer (CPEng), Engineering Technology Practitioner (ETPract) and Certified Engineering Technician (CertETn).

IPENZ Membership classes are indicated by the following postnominals:

Membership class	Postnominal
Honorary Fellow	HonFIPENZ
Distinguished Fellow	DistFIPENZ
Fellow	FIPENZ

Professional Member	MIPENZ
Technical Member	TIPENZ
Associate Member	AIPENZ
Companion	ComplIPENZ
Graduate Member	GIPENZ

Associate, Technical and Professional Members of the Practice College are entitled to use an extended postnominal that indicates one or more practice fields within which they have proved their current competence. The practice fields are:

Civil
Structural (Struct)
Geotechnical (Geotech)
Environmental (Environ)
Mechanical (Mech)
Electrical (Elect)

Industrial (Indust)
Mining
Chemical (Chem)
Bio
Information (Inform)
Management
Fire
Building Services
Aeronautical
Petroleum
Transportation

Members of the Practice College must be fully financial IPENZ Members (in the grades DistFIPENZ, FIPENZ, MIPENZ, TIPENZ or AIPENZ), and currently on a competence-based register or assessed within the last five years.



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